

The actions delineated below were taken in open session of the EPSB at the October 13, 2014, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

**Education Professional Standards Board (EPSB)
Summary Minutes of the Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Cassandra Webb called the meeting to order at approximately 9:00 a.m. EDT.

Roll Call

The following Board members were present during the October 13, 2014, EPSB meeting: Ellen Blevins, Barbara Boyd, Amanda Ellis, Tolya Ellis, Allen Kennedy, Marie McMillen, Mary John O'Hair, Michael Ross, Laura Schneider, Anthony Strong, Shannon Treece, Cassandra Webb, David Whaley, and April Wood. Brandy Beardsley and Sandy Sinclair-Curry were absent.

Board's Mission Statement

Chair Webb reminded the Board of its mission statement by reviewing it with the Board and audience.

Open Speak

There was one request for Open Speak.

Mary Ruble

Mary Ruble, Assistant Executive Director of the Kentucky Education Association, expressed the association's opposition to the current disciplinary process. She said the current disciplinary process is obscure and lacks transparency. She said the draft changes to the disciplinary regulations presented to the Board at the August meeting do not contain the information needed to be transparent and just.

Approval of Consent Items

Chair Cassandra Webb requested that Board members identify any items on the consent agenda which they wished to discuss prior to taking final action. Mr. Anthony Strong asked that the August minutes be amended to include the vote totals for chair and vice chair. Chair Webb asked Board secretary Ashley Abshire to send those vote totals to the Board once the minutes were amended. No items were asked to be pulled for further discussion.

2014-057

Motion made by Mr. Mike Ross, seconded by Dr. David Whaley, to approve the following items on the consent agenda:

Approval of July 20-21, 2014, EPSB Retreat Minutes

Approval of August 11, 2014, EPSB Minutes

2014-15 Emergency Non-Certified School Personnel Program

Gifted Education P-12 Endorsement (Graduate Level) – Union College

Visual Impairments Grades P-12 Initial (Graduate Level), Visual Impairments Grades P-12 Option 5 (Graduate Level) – University of Kentucky

Vote: *Unanimous*

Dr. Kim Walters-Parker recognized representatives from Union College and University of Kentucky whose program were approved.

Report of the Executive Director

Report from the Kentucky Department of Education (KDE)

Dr. Amanda Ellis provided updates to the Board on the Professional Growth and Evaluation System (PGES). Mr. Anthony Strong asked if opportunities are provided to help teacher educators explain to student teachers the changes to the evaluation. Dr. Ellis said that many conversations in early spring were made with higher education partners. KDE staff has also been attending higher education faculty meetings to discuss the PGES framework and how the framework will be implemented. KDE regional field staff is also available to help. Board member Marie McMillen said that local Kentucky Education Association offices will offer trainings too.

Report from the Council on Postsecondary Education (CPE)

Dr. April Wood informed the Board of recent events at CPE:

* Kentucky Core Academic Standards Modules- CPE staff has posted the five revised Kentucky Core Academic Standards Modules and the new Next Generation Science Standards training modules at the following link on the CPE website: <http://www.kycorestandards.org/>. These online modules are used to meet the Senate Bill 1 (2009) training requirements for the EPSB. All postsecondary College of Education faculty and faculty involved in preparing teacher candidates in elementary education, middle and secondary English and language arts, math, science, and/or STEM, and vocational faculty that work with science, math and STEM are required to view the modules.

* Core to College- CPE has been granted an extension from the Rockefeller Philanthropy Institute through June 2015 based upon the budget plan submitted and approved by staff at Core to College and Rockefeller Philanthropy Institute. The evaluation report on the Partnership Academies by Indiana University's Center for Evaluation and Education Policy has been received and reviewed. CPE staffs are incorporating the recommendations of that report in a new RFP for Partnership Academies. CPE was awarded a Core to College Communication Grant and is in the process of developing an RFP to solicit a vendor to create the brand and website for the online catalog of professional learning activities and providers.

* Clinical Preparation of Teachers- Representatives from the three clinical sites met in August at the University of Louisville classroom in Westport Middle School. Discussion topics included updates of clinical teacher preparation activities, sustainability, and changes to teacher preparation through the clinical experience. The sites responded to a Year One Evaluation, reporting progress and updates.

* Improving Educator Quality Grants (IEQ)- The year 13 proposals are due in September and awards will be announced in November. Final reports and evaluations are due October 30, 2014 for year 11.

Strategic Plan Update

Deputy Executive Director Jimmy Adams reviewed four updates to the strategic plan:

* Goal 1: Mr. Adams presented progress made for the individual activities pertaining to Goal 1. Progress was made for each activity.

* Goal 2: Feedback on the development of an online system for school district human resource directors has been received from EPSB legal staff and changes are currently underway. A long list of ethical seminars and trainings provided by EPSB legal staff was provided to the Board. Feedback has been received by EPSB legal staff and changes are underway on monitoring the number of active/open cases that have been referred to a full investigation and due process hearing.

* Goal 3: The KTIP Pilot for KTIP alignment to PGES is currently underway. EPSB staff is currently gathering information to conduct an advisory meeting session to determine what data needed for KTIP and what data is collected in CIITS for TPGES that can be imported into IMS. The KTIP pilot for KTIP alignment to PGES is currently underway with feedback gathering tools being developed for cycle 1. Private schools are represented in the pilot and will provide feedback on how best to conduct training and what trainings will be needed.

* Goal 4: The EPSB October agenda included an information item to discuss internal policies and procedures. The Board chair implemented the Plus-Delta system at the July EPSB retreat for Board feedback for continuous improvement at EPSB meetings and planning.

Network for Transforming Educator Preparation (NTEP)

Professional Learning and Assessment Division Director Donna Brockman updated the Board on the alignment of the Kentucky's educator growth and effectiveness system with the Kentucky Teacher Internship Program. Key points she highlighted during her update were the following:

* A pilot with 22 districts, including a non-public school is currently underway

* Training for principals, resource teachers, and teacher educators is being developed with a goal of being ready to use by the end of February. A few thousand educators will need to be trained on the new system.

* Data is being gathered from pilot districts through online feedback surveys following cycles I, II, and III

* Regional focus groups will be brought together in the spring of 2015

A presentation from the Kentucky Advisory Council on Internships (KACI) will be made to the Board at the December EPSB meeting.

Educator Preparation Division Director Kim Walters-Parker and Dr. Laurie Henry, Associate Professor at the University of Kentucky, updated the Board on the development of the continuous assessment model for educator preparation and accountability. Key points on their update were the following:

* A project manager to develop the continuous assessment model was recently hired.

- * EPSB staff is working with CAEP to make sure the EPSB work is in alignment
- * EPSB staff is working with KITEP to define data expectations
- * On October 10, 2014, an email was sent from CAEP to EPSB staff indicating that a draft of the CAEP handbook will be sent soon for feedback. It is anticipated that the handbook will be released in early 2015.
- * Dr. Henry said the NTEP meeting in Danvers gave her an opportunity to think broadly what it means to be a teacher educator and clinical faculty member.

Deputy Executive Director Jimmy Adams updated the Board on engagement and communication with NTEP. Key points he highlighted during his update were the following:

- * Online portal is open
- * Presentations concerning the work of NTEP have been made at education cooperatives, agency, and organization meetings
- * Feedback is being received both online and in person at those meetings

Executive director Robert Brown discussed with the Board beginning conversations with multi-tied licensure and career pathways.

Supporting Effective Educator Development (SEED) Grant Update

Ms. Donna Brockman introduced Suzanne Farmer as the grant coordinator for the SEED grant, now called Ky NT3 (Kentucky Network to Transform Teaching). Ms. Farmer said the EPSB was assigned as the fiscal agent of this grant, while KDE and KEA serve as site partners. She identified Lauren Hill as a hybrid teacher for KY NT3. Ms. Hill was unable to attend the EPSB meeting because she was teaching. Ms. Suzanne Farmer said the grant is funded by the USDOE through the National Board for Professional Teaching Standards. Recruiting is a large aim for the grant. The design of the NT3 grant necessitates the expansion and refinement of a regional system of National Board Ambassadors who can work in their neighboring districts to recruit candidates personally and through orientation programs. Another large aim of the grant is improving career pathways and opportunities for teacher leaders. Several conferences and meetings have been held including the first advisory council. Representatives from national and state agencies make up this 34 member council. Currently, the team is working through the recruitment and selection of contracted workers. As soon as these issues are resolved, the team will immediately work to implement larger projects including candidate supports, Classroom Teachers Enacting Positive Solutions (CTEPs) cohort, and candidate blogging cohort. Longer range projects include the Teacher Leadership Symposium, STEM outreach, and Higher Education Symposium.

2014 EPSB Annual Report

Executive Director Robert Brown reviewed the EPSB annual report. He asked Board members to let him know if there are additions they would like to see made to the annual report in the future.

New State Government Tobacco-Free Policy

Executive director Brown informed the Board that a new state government tobacco-free policy has been established by the Governor. It will become effective November 20, 2014. All state

government offices will be tobacco-free, including areas outside state- owned buildings, including parking lots.

Report of the Chair

Chair Cassandra Webb welcomed the new vice chair, Dr. Mary John O’Hair, and said she is looking forward to her leadership on the Board with a higher education perspective. Chair Webb said she is still blessed with former vice chair, Mr. Anthony Strong, and thanked him for his support to her as chair and service to the Board.

Chair Webb welcomed the new dean of the Northern Kentucky University College of Education and Human Services, Dr. Cynthia Reed.

Report from the Committee to Review the Evaluation of the Executive Director

The committee to review the evaluation of the executive director consists of Anthony Strong (chair), Ellen Blevins, and Allen Kennedy. Mr. Strong gave the following three key points for the Board to consider: 1) The timeline for the evaluation is currently based upon a fiscal year. The Board may wish to consider a calendar year. 2) The way staff input is currently used for evaluations should be revisited. 3) The goals from which the executive director is evaluated need to be revised.

Mr. Brown’s evaluation is schedule for February 2015 so any changes to the current policy will not affect the process for that evaluation.

Mr. Strong said he will bring recommendations for changes to the evaluation of the executive director in writing to the December EPSB meeting which will include a draft of the process and a draft of the goals and evaluation form that are used as part of the evaluation. Whatever the Board decides on the evaluation process in December can then be given to the strategic planning committee to work on and make further recommendations to the Board.

Appointments

Appointments to the Teacher Leader Masters Review Committee

Chair Webb made the following appointments to the Teacher Leader Masters Review Committee: Melinda D’Amico, Dr. Carmen Coleman, Dr. April Wood.

Presentations

Program and Accreditation Review Committee (PARC) Updates

Ms. Allison Bell, education consultant for the educator preparation division, said she works most closely with the program review process and accreditation. This division has been working closely with PARC. As part of that work, the committee is in the process of redesigning the way programs are reviewed. The first PARC recommendation was to create a program template with technical support. In anticipation of their accreditation visit next fall, the University of Kentucky was in the process of getting programs ready for the state program review process and agreed to pilot the new program template. The following representatives of the University of Kentucky were present to share their experiences with the program template: Dr. Melody Noland, Department Chair of Kinesiology; Dr. Margaret Rintamaa- Program Chair for Middle School Education; Dr. Rosetta Sandidge, Associate Dean for Accreditation , Assessment, and Planning; and Dr. Katherine McCormick, Associate Professor in IECE.

The main reflection on the program template was that the program template does not align well for all the programs, mostly just the initial certification programs. Technology is working on aligning all of the programs to the template.

Teach for America (Dr. Walters-Parker, Mr. Will Nash)

Mr. Will Nash, director for Teach for America (TFA) Appalachia, gave the history on TFA. TFA is one of the 8 alternative routes to certification options for individuals to become teachers. It was established in Kentucky during the 2010 legislative session as part of the Race to the Top application. Eligible candidates must hold a bachelor's degree with an undergraduate cumulative GPA of at least 2.5, pass the Praxis test, and make a two year commitment to the school district. Candidates also go through KTIP. TFA works across Kentucky to help districts find qualified candidates especially in high demand areas. The last time Mr. Nash presented TFA was only hiring in 4-5 school districts. With 16 districts now hiring TFA candidates, today there is more demand than TFA can fill, especially in math. Dr. Walters-Parker stated that right now TFA is adding room for demand but long-term she hopes there is not a need for TFA.

Information/Discussion Items

Awarded Contracts

Deputy Executive Director informed the Board of 8 new KTIP contracts, a new prosecuting attorney contract, and 2 new contracts pertaining to the SEED grant.

16 KAR 1:030. Procedures for Certificate Revocation, Suspension, Reinstatement and Reissuance, and Application Denial, Amendment, Notice of Intent, Determining Probable Cause to Take Disciplinary Action Procedure, Amendment, Notice of Intent, New Policy: Policy and Procedure Development and Regulatory Promulgation Procedure, Notice of Intent

Mr. Anthony Strong said that due to recent information given to the Board, along with comments from Mary Ruble during Open Speak, he would like more time to look at the documents and review the written comments from Mary Ruble before discussing the next three information items on the agenda.

2014-058

Motion made by Mr. Anthony Strong, seconded by Dr. David Whaley, to postpone Information Items B, C, and D until the December meeting.

Vote: Unanimous

Board discussion ensued. Mr. Strong asked that the December agenda be light and focused on this work. Chair Webb agreed that this has been a lengthy issue that the Board needs to make a decision on. All pertinent information needed for the Board to make a decision will be made available for the December meeting including information in the packets at the October meeting. Chair Webb encouraged Board members to request information from EPSB staff if needed to feel prepared prior to the December meeting.

16 KAR 6:010. Written Examination Prerequisites for Teacher Certification, Amendment, Notice of Intent

Ms. Donna Brockman reviewed proposed changes to 16 KAR 6:010. Most of the changes were due to the assessments being regenerated because the written version of the test was

discontinued. This item will be brought back at the December EPSB meeting as an action item for consideration of final approval.

Action Items

16 KAR 5:060. Literacy Preparation for Teachers of Middle and High School Students, Amendment, Final Action

Dr. Walters-Parker summarized some concerns from the proposed regulation amendment that were submitted to EPSB staff after input from stakeholders was encouraged at the August EPSB meeting. A specific literacy course is not required to fulfill the literacy requirements. Program templates are being developed to help institutions understand how to meet the literacy requirements.

2014-059

Motion made Ms. Marie McMillen, seconded by Ms. Shannon Treece, to accept the proposed amendments to 16 KAR 5:060.

Vote: *Unanimous*

Waivers

16 KAR 8:030. Request to Waive Language to Allow for an Extension to Complete the Continuing Education Option Program, Mr. David Stark

2014-060

Motion made by Ms. McMillen, seconded by Mr. Allen Kennedy, to accept the waiver and allow an extension of time for CEO work for Mr. David Stark.

Vote: *Unanimous*

16 KAR 7:010. Request to Waive Language Pertaining to KTIP Requirements and Appeal, Mr. Nathan Pitts

2014-061

Motion made by Ms. McMillen, seconded by Dr. Mary John O'Hair, to approve the waiver request and allow Mr. Nathan Pitts to complete KTIP as identified in 16 KAR 7:010 pertaining to KTIP requirements and appeal.

Vote: *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Range Requirements, Bell County

2014-062

Motion made by Ms. McMillen, seconded by Mrs. Ellen Blevins, to approve the waiver request for the identified teacher for Bell County.

Vote: *Unanimous*

Alternative Route to Certification Applications

Eric Cecil, Computer Information Systems, Grades P-12

2014-063

Motion made by Ms. McMillen, seconded by Ms. Laura Schneider, to approve the alternative route to certification application for Eric Cecil.

Vote: *Unanimous*

Donna Neary, Social Studies, Grades 8-12

2014-064

Motion made by Ms. McMillen, seconded by Ms. Schneider, to approve the alternative route to certification application for Donna Neary.

Vote: *Unanimous*

Board Comments

There were no Board comments.

DISCIPLINARY MATTERS: MINUTES OF CASE REVIEW October 13, 2014

Motion made by Mr. Allen Kennedy, seconded by Ms. Marie McMillen, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Mr. Kennedy, seconded by Ms. McMillen, to return to open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Cassandra Webb, Michael Ross, Ellen Blevins, David Whaley, Laura Schneider, Tolya Ellis, Allen Kennedy, Anthony Strong, Barbara Boyd, April Wood, Mary John O'Hair and Shannon Treece.

Attorneys present were Alicia A. Sneed, Cassandra Trueblood, Whitney Crowe, Gary Stephens, Chelsea Fannin, Eric Ray, and Angela Evans.

Initial Case Review

Case Number

Decision

1405339

Admonish

1407433

Hear

1407403	Defer for training
1407409	Hear
1407442	Hear
1407417	Defer for training
1407419	Dismissed
1407405	Dismissed
1407393	Defer for training
1408522	Hear
1407421	Dismissed
1405343	Admonish (<i>Mr. Ross and Ms. Webb recused</i>)
1405257	Admonish (<i>Ms. Blevins recused</i>)
1406366	Admonish
1406360	Admonish
1406389	Hear
1407468	Hear
1408516	Defer for training
1407427	Defer for training
1408570	Admonish
1405291	Hear
1406387	Hear
1407395	Hear
1407471	Hear
1408574	Defer
1405329	Defer for training
1407438	Defer for training
1405353	Hear
1405331	Hear
1407475	Hear
1407480	Admonish
1407435	Hear
1309636	Hear
1405333	Hear
1405341	Hear
1407399	Hear
1407397	Hear
1408560	Hear
1408597	Hear
1408504	Hear
1407401	Hear
1405337	Hear
1405345	Dismissed
1405262	Hear
1407423	Hear
1407431	Hear
1407413	Dismissed
1408599	Admonish

1407473	Hear
1407484	Hear
1407486	Hear
1407482	Hear
1408492	Hear
1408601	Hear
1407407	Hear
1408564	Hear
1307555	Admonish
1305337	Dismissed
1405285	Hear
1405351	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
14866	Approve
14868	Approve
14871	Deny
14877	Approve
14886	Approve
14890	Deny
14929	Approve
14928	Deny
14847	Deny
14931	Approve
14893	Deny
14942	Approve
14954	Deny
14926	Deny
14964	Approve
14978	Approve
14992	Approve
14996	Approve
14997	Deny
14999	Approve
141001	Approve
141014	Approve
141026	Approve
141030	Approve
141031	Deny
141042	Deny
141045	Approve
141027	Approve
141067	Approve

141070	Approve
141077	Approve
141081	Approve
141088	Deny
14733	Approve
141056	Approve
141072	Deny
14821	Approve
14817	Approve
14961	Approve
14872	Approve
14909	Approve
14900	Approve
14921	Approve
14907	Approve
14935	Approve
14579	Approve
14946	Approve
14975	Approve
14717	Deny
14986	Approve
141022	Approve
141040	Approve
141060	Approve
14923	Approve
141083	Approve
141080	Approve
141087	Approve
141091	Approve

Agreed Orders

Case Number

Decision

1303201 (Diana Hunter)	Accept Agreed Order which states that, by December 1, 2014, Respondent shall provide written proof to the Board that she has completed a professional development/training course in the area of recognizing and reporting dependency, neglect, and abuse of children, as approved by the Board. Any expenses required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until Hunter completes the required training and provides the appropriate written proof to the Board.
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Vote: *Unanimous*

1307485 (Jennifer Tilford) Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher and for engaging in dishonest conduct by falsifying an application for teacher certification. As an educator, Respondent has a duty to maintain the dignity and integrity of the profession and to refrain from committing any act that constitutes fraudulent, corrupt, dishonest, and/or immoral conduct. In the future, the Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel and will not tolerate any further incidents of misconduct. Respondent's certificate, including any and all endorsements, shall be subject to the following probationary conditions for a period of five (5) years from the date the Board accepts this Agreed Order:

1. On or before January 1, 2015, Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by the Respondent. If Respondent fails to comply with the requirements of this paragraph on or before January 1, 2015, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until the required written proof is submitted to the Board.
2. For the entirety of the probationary period, Respondent shall neither be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. If Respondent fails to comply with the requirements of this paragraph, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended for a period of one (1) year.
3. For the entirety of the probationary period, Respondent shall submit current national and state criminal background reports to the Board with any application for renewal of her certification(s) and/or for additional certification(s). Any expense for the national and state criminal background reports shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf during the probationary period.

Respondent is aware that should she violate KRS 161.120, at any time during the five (5) year probationary period, the

Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1302131 (Machelle Bates) Accept Agreed Order suspending Respondent's certificate for a period of six (6) months beginning September 1, 2012. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Additionally, Respondent must provide written proof, on or before October 1, 2014, that she has completed three (3) hours of Board-approved training/professional development in the area of ethics. Any expense for this training shall be paid by Respondent. Should Respondent fail to provide proof of this training by October 1, 2014, her certificate shall be suspended and will remain suspended until she provides proof of the training.

Vote: *Unanimous*

1403149 (Belinda Minor) Accept Agreed Order reminded Respondent that, as a certified educator, she has a duty to treat all students with dignity and respect. Respondent shall provide written proof, on or before June 1, 2015, that she has completed six (6) hours of Board-approved professional development/training in the area of classroom management. Should Respondent violate this condition, her certificate shall be suspended and shall remain so until she has provided proof of the training.

Vote: *Unanimous*

140244 (Chad Carroll) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of sixty (60) days beginning January 3, 2014. Upon acceptance of the agreed order by the Board, Respondent shall immediately surrender his certificate and all copies of the certificate, by mail or personal delivery to the EPSB, 100 Airport Road, 3rd Floor, Frankfort, KY 40601. Upon reinstatement after the sixty (60) day suspension period, Respondent's certificate, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for a period of two (2) years.

1. By August 1, 2014, Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor as

approved by the Board and shall present written evidence to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations. If Respondent is not able to complete all treatment recommendations by August 1, 2014, he shall submit quarterly written progress reports from his chemical dependency counselor until such time as the counselor releases him from treatments. If Respondent has not successfully completed all treatment recommendations by the end of the two (2) year probationary period, Respondent agrees that the probationary period shall be extended and he shall submit quarterly written progress reports from the chemical dependency counselor to the Board until such time as the counselor releases him from treatment. Any expense for the assessment, treatment and/or reports shall be paid by Respondent.

2. By December 1, 2014, Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in ethics as approved by the Board. Any expense for this professional development/training in ethics shall be paid by Respondent.

3. Respondent shall be subject to random drug testing and shall have no positive drug tests during the two (2) year probationary period.

By entering into this Agreed Order, Respondent agrees that should he fail to satisfy any of these conditions, his certificate shall be automatically suspended for a period of six (6) months. If applicable, at the conclusion of the six (6) month suspension, Respondent's certificate shall remain suspended until such time as all of the above conditions are met.

Respondent is aware that should he violate KRS 161.120 either during or following this two year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1211764 (Robert Berry)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. This Board reminds Respondent that, as an educator, he has a duty to treat all students and fellow staff members with dignity and respect. The Board will tolerate no further misconduct by Respondent.

Respondent shall provide written proof, on or before August 1, 2015, that he has completed six (6) hours of professional development/training in educator ethics and six (6) hours of professional development/training in

classroom management. Any expense for this training shall be paid by Respondent. Should Respondent fail to provide proof of this training by August 1, 2015, his certificate shall be suspended and will remain suspended until he provides proof of the training.

Vote: *Unanimous*

CF10408 (Joe Driver)

Accept Agreed Order which states that the Tennessee State Board of Education reinstated Respondent's teaching license on April 20, 2012. Based on the reinstatement, and upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate.

Vote: *Unanimous*

1010590 (Joey Tate)

Accept Agreed Order in which Respondent voluntarily surrenders his certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Respondent shall surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1201101 (Chadwick Bugbee)

Accept Agreed Order admonishing Respondent for breach of contract. By accepting a position at the district and signing a contract, Respondent had a duty to fulfill that contract and to provide a quality education to the students in his charge. Failing to come to work leaves the district in a difficult position and seriously hinders the progress of the students. The Board will not tolerate any further incidents of misconduct by Respondent.

Vote: *Unanimous*

1206373 (Paula Noble)

Accept Agreed Order revoking Respondent's certificate for a period of five (5) years beginning August 1, 2012. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Prior to the reissuance of Respondent's certificate at the conclusion of the five (5) year revocation period, Respondent shall comply with the following:

1. Respondent must submit a copy of her current criminal background check. If there are any new convictions, other than minor traffic violations, Respondent's certificate will not be reinstated.

2. Respondent shall provide written proof that she has completed twelve (12) hours of professional development/training in the area of educator ethics. Any expense for this training shall be paid by Respondent.

3. Respondent shall provide written proof that she has completed all requirements in US District Court Case No. 5: 11-CR-142-KKC.

Upon reinstatement, Respondent's certificate, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for the lifetime of the certificate:

1. On or before July 1 of each year of the probationary period, Respondent must submit a current copy of her criminal background check. If there are any new convictions, other than minor traffic violations, Respondent's certificate will be revoked.

Vote: *Unanimous*

140231 (Jon Allen)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. As an educator, Respondent has a duty to create and maintain a classroom environment that is conducive to learning and appropriate to the maturity and interests of the students. Respondent violated this duty by having inappropriate conversations with students and by failing to properly supervise the students in his care. The Board will tolerate no further acts of misconduct by Respondent.

Respondent shall provide written proof, on or before September 1, 2015, that he has completed six (6) hours of Board approved professional development/training in the area of classroom management, and six (6) hours of Board approved professional development/training in the area of student/teacher boundaries. Any expense for the training shall be paid by Respondent. Should Respondent fail to provide proof of the training, his certificate shall be suspended and will remain suspended until he provides proof of the training.

Vote: *Unanimous*

08020637 (Jeff Morrow)

Accept Agreed Order admonishing Respondent for violating KHSAA Bylaws 10 and 26. The Board reminds Respondent that as a teacher in the Commonwealth of Kentucky, he has a duty to maintain the dignity and

integrity of the profession. As a coach, Respondent must also be aware of and follow all KHSAA bylaws.

Vote: *Unanimous*

1310708 (James Price)

Accept Agreed Order admonishing Respondent for failing to uphold the dignity of his profession. The Board reminds Respondent that as an educator, he is a role model both to his students and his community. As such, he has a duty to act with honesty and integrity in all dealings.

On or before January 1, 2015, Respondent shall submit written proof to the Board that he has successfully completed the following, each approved by the Board and at his own expense.

1. Redbook training; and
2. Twelve (12) hours of ethics training.

Should Respondent fail to satisfy these conditions, his certificate shall be automatically suspended and remain so until all conditions are met.

Upon entry of this Order, Respondent's certificate shall be subject to the following probationary condition for a period of five (5) years. Respondent shall not be convicted of any misdemeanor or felony. If Respondent violates this condition, the Board shall automatically suspend his certificate for a period of two (2) years and may seek additional sanctions pursuant to KRS 161.120.

Vote: *Unanimous*

1305363 (Megan Kem)

Accept Agreed Order which states that, on or before January 1, 2015, Respondent shall provide written proof to the Board that she has successfully completed three (3) hours of Administration Code training, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

On or before July 1, 2015, Respondent shall submit written proof to the Board that she has successfully completed a course, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended

until Respondent completes the required training and provides the appropriate written proof to the Board. This agreement is expressly conditioned upon Respondent agreeing to testify truthfully in any hearing involving her co-Respondents at the Board's request. Should Respondent refuse to do so at any point in the future, the Board may void this Order, reopen this case, and seek additional sanctions against Respondent's certificate.

Vote: *Unanimous*

1405255 (James Gardner)

Accept Agreed Order which states that Respondent shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Respondent, or on his behalf, shall be denied.

Vote: *Unanimous*

1309649 (Mark Cochran)

Accept Agreed Order which states that Respondent shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Respondent, or on his behalf, shall be denied.

Vote: *Unanimous*

1409659 (Jeremiah Almond)

Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1405303 (Andrea Opell)

Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders her teaching certificate and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1208489 (Glenda Schuster) Accept Agreed Order which states that Respondent shall provide written proof to the Board, by December 1, 2014, that she has received twelve (12) hours of Board approved professional development/training in the areas of ethics and bullying awareness and prevention. Should Respondent violate this condition, her certificate shall be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by Respondent.

Vote: *Unanimous*

0804782 (Lincoln Bentley) Accept Agreed Order which states that Respondent's certificate expired in 2013. Should Respondent decide to return to the education profession in the future, he must provide proof of the following prior to being issued or reissued a certificate:
Respondent shall provide written proof that he has completed twelve (12) hours of professional development/training in the area of educator ethics, with an emphasis on student/teacher boundaries. Any expense for this training shall be paid by Respondent. Should Respondent violate this condition, his certificate shall be suspended until he has completed the training requirement.

Vote: *Unanimous*

1312893 (Danny Scalf) Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1307541 (Brittany Arnel) Accept Agreed Order admonishing Respondent for insubordination and neglect of duty by failing to properly supervise her students, and follow district policies. The Board reminds Respondent that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of her students, and to maintain the integrity of the profession both inside and outside the classroom. The Board will not tolerate any further incidents of misconduct from Respondent.
Upon acceptance of this agreement by the Board, Respondent's certificate is suspended for five (5) days retroactively from April 8, 2013 through April 12, 2013. Respondent shall immediately surrender the original and all

copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Furthermore, any certificate the Board has issued or will issue to or on behalf of Respondent, shall be subject to the following probationary conditions:

1. On or before March 1, 2015, Respondent shall provide written evidence to the Board from a Kentucky licensed or certified psychiatrist or mental health professional that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as a teacher, is not a danger to herself or others, and is compliant with all treatment recommendations. The financial cost of any evaluation, treatment, and/or report is to be paid by Respondent. Should Respondent fail to satisfy this condition by March 1, 2015, Respondent's certificate shall be automatically suspended until such condition is satisfied.

2. On or before September 1, 2015, Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional development/training in the area of educator ethics, with an emphasis on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2015, Respondent's certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

3. Respondent shall not receive any disciplinary action involving neglect of duty from any school district in which she is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1302163 (Joseph Hazelwood)

Accept Agreed Order which states that Respondent shall be issued a teaching certificate in Kentucky only after completing a traditional educator preparation program or meeting the requirements for issuance of an alternative certificate under KRS 161.048. Respondent shall not be eligible for an emergency teaching certificate or emergency substitute certificate until he has been issued either a statement of eligibility or a temporary provisional certificate.

Additionally, at the time of application for certification, Respondent shall submit proof that he has completed the following conditions:

1. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of educator ethics, with a focus on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, he will not be issued a certificate until proof of completion has been received by the Board; and

2. Respondent shall provide, in addition to any criminal background reports required for certification, a copy of his criminal background check from the Administrative Office of the Courts dated within a month of the date his application is submitted to the Board. Respondent shall have no pending criminal charge(s), pending sentence(s) of probation or diversion, or conviction(s), other than minor traffic violations, within the five (5) year period prior to the date his application is submitted to the Board. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.

Failure to meet any of these conditions will result in a denial of the application for certification. Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1302104 (Rick Martin)

Accept Agreed Order suspending Respondent's certificate for a period of two (2) years retroactively from October 19, 2009 through October 19, 2011. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Prior to reinstatement of Respondent's certificate,

Respondent shall complete the following reinstatement conditions:

1. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development/training in the area of educator ethics, with an emphasis on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that he has completed a course on the "Accounting Procedures for Kentucky School Activity Funds," commonly known as Redbook training, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1311819 (Paul Marsh)

Accept Agreed Order admonishing Respondent for exhibiting a lack of professional judgment in his interactions with students. The Board reminds Respondent that as a certified teacher, it is his responsibility to set and maintain appropriate boundaries with his students, and to always be mindful of their reaction to his teaching methods in order to promote a positive learning environment for all. The Board will not tolerate any further incidents of misconduct from Respondent.

Upon acceptance of this agreement by the Board, Respondent's certificate and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for a period of three (3) years:

1. On or before December 1, 2015, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of educator ethics professional development or training, which shall include a component on appropriate teacher/student boundaries and on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.

Should Respondent fail to satisfy this condition by December 1, 2015, Respondent's certificate shall be automatically suspended until such condition is satisfied.

Respondent has provided written proof that he has completed six (6) of the required twelve (12) hours of educator ethics on appropriate teacher/student boundaries.

2. On or before December 1, 2015, Respondent shall

provide written proof to the Board that he has successfully completed a course, as approved by the Board, on sexual harassment awareness. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to satisfy this condition by December 1, 2015, Respondent's certificate shall be automatically suspended until such condition is satisfied.

3. Respondent shall not receive any disciplinary action involving inappropriate teacher/student boundaries from any school district in which he is employed. Should Respondent fail to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

"Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

13018 (Darren Brown)

Accept Agreed Order permanently revoking Respondent's Administrative Certificate. Respondent shall neither apply for, nor be issued, an administrative certificate in the Commonwealth of Kentucky at any time in the future. Additionally, Respondent's teaching certificate is retroactively revoked for a period of four (4) years, beginning January 1, 2013. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Prior to reissuance of Respondent's teaching certificate, Respondent shall complete the following reissuance conditions:

1. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Respondent shall also submit written proof to the Board that he has successfully completed any and all

treatment recommendations, if any, by the end of the revocation period. If Respondent is not able to complete all treatment recommendations by the end of the revocation period, he shall submit written progress reports from his chemical dependency counselor on January 1st and July 1st until such time as the counselor releases him from treatment. Each progress report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill his duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development/training in the area of educator ethics, with an emphasis on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Respondent.

3. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development/training on the "Accounting Procedures for Kentucky School Activity Funds," commonly known as Redbook training, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy either training requirement prior to the conclusion of the four (4) year revocation period, Respondent's teaching certificate shall not be reissued until Respondent completes the required training and provides the appropriate written proof to the Board. Upon reissuance, Respondent's teaching certificate shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. In accordance with KRS 161.175, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for illegal substances or that is in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's teaching certificate shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

2. Respondent shall not receive any disciplinary action

involving violations of Redbook procedures, or any other behavior constituting conduct unbecoming a teacher from any school district in which he is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition. If Respondent fails to satisfy this condition, Respondent's teaching certificate shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF13645 (John Newman)

Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following conditions:

1. Respondent shall provide written proof to the Board that he has complied with a comprehensive evaluation from a licensed or certified psychiatrist or mental health professional and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Any expense incurred for the evaluation or follow-up treatment shall be paid by Respondent.

Respondent has provided written proof that he is fit to return to the classroom.

2. Respondent shall provide written proof to the Board from his current treatment provider or Alcoholics Anonymous sponsor that he is maintaining sobriety and is still seeking support and continued assistance in maintaining his sobriety.

3. Respondent shall provide written proof to the Board that he has completed a course, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training

shall be paid by Respondent.

Furthermore, with any application for renewal of his Kentucky teaching certificate:

1. Respondent shall provide written proof to the Board that he has been evaluated by a licensed or certified psychiatrist or mental health professional and remains fit to fulfill his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Any expense incurred for the evaluation or follow-up treatment shall be paid by Respondent.

2. Respondent shall provide written proof to the Board from his current treatment provider or Alcoholics Anonymous sponsor that he is maintaining sobriety and is still seeking support and continued assistance in maintaining his sobriety.

Respondent is aware that should he violate KRS 161.120, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

KTIP APPEAL

Case Name

Geron v. EPSB

Decision

Accept Agreed Order overturning the Appeals Committee's decision and nullifying Geron's internship.

Vote: *Unanimous*

Motion made by Mr. Kennedy, seconded by Mr. Ross, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 3:15 p.m.

Next Meeting:

December 8, 2014

9:00 AM

EPSB Board Room

Frankfort, Kentucky